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13. SUPPLEMENTARY NOTES				
14. ABSTRACT The Deputy Commandant for Aviation (DCA) has decided to create a new UAS Officer PMOS. The Study had two objectives. The first objective was to estimate the fixed and recurring costs and effectiveness associated with a set of UAS Officer Program of Instruction (POI) courses of action (COAs) and to evaluate the relative value of these COAs. The second objective was to identify and assess VMU Manpower Sourcing plans within the bounds outlined in sponsor-defined manpower sourcing strategies, and to determine the preferred detailed VMU UAC manpower staffing plans. The scope encompasses the UAS Officer PMOS phase-in through 2026. The Study Team used Value Models and a Goal Program to accomplish these objectives.				
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From: Deputy Commandant for Aviation (ASM)
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MILITARY OCCUPATIONAL SPECIALTY PROGRAM OF INSTRUCTION STUDY-PHASE II
Ref: (a) MCO 3902.1D
Encl: (1) Executive Summary for the Unmanned Aircraft Commander: PMOS
Program of Instruction Study Phase II

1. Study Information.

a. Background. This study was conducted under the auspices of the Marine Corps Study System per the reference. This effort is a continuation of earlier Marine Corps studies in which UAS squadron (VMU) manpower issues were reviewed and analysis provided that resulted in a Deputy Commandant for Aviation (DCA) decision to establish a new UAS Officer Primary Military Occupational Specialty (PMOS).

This study was conducted in two phases. Phase 1 provided quantitative risk analysis that served as input into the DCA decision to establish the new PMOS. This study, Phase 2, evaluated new PMOS Program of Instruction (POI) courses of action (COAs) and identified preferred VMU manpower sourcing approaches while the new PMOS phases in over time.

b. Purpose. The purpose of Phase 2 of this study was to provide an evaluation of POI alternatives and manpower sourcing approaches. These analyses serve as input to Headquarters Marine Corps (HQMC) Aviation manpower decisions as the UAS Officer PMOS is implemented over time.

c. Objective. This Phase 2 Study had two objectives. The first objective was to estimate the cost, effectiveness, and overall value of a set of sponsor-defined UAS Officer POI COAs. The second objective was to define preferred VMU Unmanned Aircraft Commander (UAC) manpower staffing plans as the UAS Officer PMOS phases in through 2026.

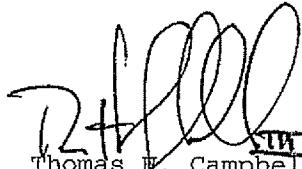
d. Results. The POI COA analysis found that the US Air Force COA was the clear choice primarily because of low Marine Corps resource requirements. The USAF COA also had dollar costs and Time to Train (TTT) comparable to most of the other options. The second ranking choice was COA 2, which involves Initial Flight Screening (IFS) and Aviation Preflight Indoctrination (API) at Naval Air Station Pensacola, with UAS Flight Phase training at Twentynine Palms. Twentynine Palms is the lowest cost location considered and COA 2 is favored due to the manned flight training and the training environment.

VMU UAC manpower sourcing options were explored using a value model and goal program approach which optimized value over the PMOS phase-in period. Manpower sourcing options included new accessions, lateral moves, and B-billets - the specific mix of which varied over time. The VMU T/O grows to a steady state of 128 UAC in 2020. Eight cases were examined representing different training capacities and limits on possible lateral moves. The

results showed that it is possible to stabilize training requirements shortly after 2020 with a capacity of 20 students per year.

2. Sponsor Intent. The sponsor is developing a UAS Campaign Strategy based on several factors including funding and the need for continuity of specialized training. This UAS Officer PMOS study is a key input to this strategy.

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By Direction

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